



**St Ivo Academy**

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**Principal: Tony Meneagh**

**ST IVO ACADEMY PAC MEETING  
WEDNESDAY 25 SEPTEMBER 2024 AT 18:30  
PRINCIPAL'S OFFICE  
ST IVO ACADEMY**

**In attendance:** Anthony Meneagh (Principal), Donna Hartley (Executive Assistant to Leadership Team), Paul Mumford (chair), Caroline Dennington, Gary Barton, Denise Brandrith, Glen Sharp, Kirsten McLaughlin, Sarah Collinge (parents); Matt Finch (Parent Forum rep).

**Apologies:** None

**Agenda:**

Item	Subject
1	Review/ Approve minutes of the last meeting (including information sharing with Parents Forum; finalizing wording around scholar/pupil/student)
2	6 <sup>th</sup> form
3	Behaviour Policy (responses to comments; implementation)
4	PAC role and expectations (using example of scholar/pupil/student)
5	Uniform (branding, costs, Govt guidance)
6	Staff level of experience and qualifications
7	AOB

Item	
1	<p><b>Minutes of last meeting:</b></p> <p>Minutes of 10<sup>th</sup> July PAC agreed, with recommendation for use of 'scholar' to be:</p> <ul style="list-style-type: none"> <li>- "Strong recommendation that 'scholar' should not be used as a phrase – no need to change"</li> </ul> <p>Concerns around information sharing with the Parent Forum before minutes have been made public - members to be mindful – agreed that information from PAC would not be shared with wider Parent Forum and core group until minutes have been finalised.</p>
2	<p><b>6<sup>th</sup> Form</b></p> <p>PAC recognized that 6<sup>th</sup> Form seems to be the most significant issue for the school at present, with low numbers in Year 12 – hoped that a clear plan is being implemented to revive the 6<sup>th</sup> Form.</p>

	<p>TM explained that there are 36 students in Yr12, and that there are a number of reasons why students have not stayed at the Ivo, including wanting to go somewhere else, combinations of A-levels not possible. The plan for the 6<sup>th</sup> form includes:</p> <ul style="list-style-type: none"> <li>- Improve lower school impression of the school and 6<sup>th</sup> Form</li> <li>- Focus on strong pastoral care</li> <li>- Emphasise the students do not have to travel far to get to the Ivo</li> <li>- Improve facilities</li> <li>- Increase the number of courses</li> </ul> <p><b>General comments raised by PAC:</b></p> <ul style="list-style-type: none"> <li>- Strong support for 6<sup>th</sup> Form; good to hear a plan is being put in place</li> </ul> <p><b>Comments and Questions:</b></p> <ul style="list-style-type: none"> <li>- Consider alternative pathways into 6<sup>th</sup> Form (may include lowering entry grade requirements)</li> <li>- Set out a clear communications plan for implementation of the 6<sup>th</sup> Form plan</li> <li>- Give confidence as soon as possible about courses on offer [NB TM included this in weekly newsletter a couple of weeks after PAC – courses to be confirmed in Feb 2025].</li> <li>- Pastoral care could be ‘unique selling point’ for the Ivo 6<sup>th</sup> Form</li> </ul> <p><b>Concerns:</b></p> <ul style="list-style-type: none"> <li>- Concern that 6<sup>th</sup> Form will close as numbers have dropped so low and will not recover</li> </ul> <p>TM estimated 3 – 4 years to get intake numbers back up. TM looking to create a 3-year plan – clear message needs to be sent to parents.</p> <p>TM explained that have a new in-house careers advisor due to start in October. This will give us a better idea of what students are planning to do post Y11.</p>
3	<p><b>Behaviour Policy –</b></p> <p>57 responses from parents after draft behaviour policy was sent out during the summer. Some comments raised were considered to be fair and TM stated that the policy had been adapted. TM felt that some comments raised were not constructive.</p> <p><b>General comments from PAC:</b></p> <ul style="list-style-type: none"> <li>- General feeling from the group was that it was a bit harsh, a bit rigid with more weight on punishment than reward. Also felt it was lacking compassion for individuals.</li> <li>- Sanctions and rewards – need checks in place to make sure it’s done fairly, and ensure staff follow procedures.</li> </ul> <p><b>Questions and comments:</b></p> <ul style="list-style-type: none"> <li>- Staff feedback on the changes re jewellery consequences? TM commented that staff are mainly on board and like the simplicity. Spent first few days of autumn term doing training with staff on new policy.</li> <li>- Are ‘top correctors’ rewarded? - TM commented that teachers are encouraged to allocate 5 positive house points per lesson. Members raised concerns that not as many house points have been issued so far this year. TM commented that there is no reward for ‘top correctors’.</li> </ul> <p><b>Suggestions:</b></p>

	<p>- Summary of behaviour policy should be made available on the school website.</p>
4	<p><b>PAC role and expectations (using Pupil, Student, or Scholar as example)</b></p> <p>The chair commented that individuals on PAC may have different views on things (late bus for example) but ALL agreed scholar shouldn't be used as a phrase. TM explained that 'scholar' was only being trialed for Y7's and no other year groups.</p> <p>Members of PAC asked why they spent 30 minutes telling TM that they disliked the word during the last meeting if he was going to go ahead and use it anyway. Felt more need to focus on the bigger picture, more options, more pathways etc and not so much focus on 'scholar'. TMH explained only 15% of responses had an issue with the word. Insisted it's only a trial, is gathering data and can still return to student/pupil.</p> <p>The chair commented that for future discussions at PAC it should be made clear whether topics were for advance notice of things the school was going to implement, or where the school was open to acting on advice from PAC. PAC members not so interested in being simply a 'sounding board' for the school, wanted to discuss topics where there was opportunity to influence.</p> <p>[See below for feedback from PAC to Local Governance Committee October 2024 meeting].</p>
5 / 6	<p><b>Uniform; staff level of experience – ran out of time for discussion on these topics.</b></p>
	<p><b>Additional items raised by email: None.</b></p>
	<p><b>Dates for next meetings:</b></p> <p><b>Wednesday late November 2024 tbc</b>  <b>Wednesday 22/01/2025</b>  <b>Wednesday 05/03/2025</b>  <b>Wednesday 28/05/2025</b>  <b>Wednesday 18/06/2025</b></p>
	<p><b>PAC FEEDBACK TO LGC 9th OCTOBER 2024:</b></p> <ul style="list-style-type: none"> <li>- All members of PAC welcome the opportunity and place real value on being able to have time with Tony and influence what happens at the school</li> <li>- Recognise that Tony has acted on a number of recommendations from PAC (PAC has received a timetable for confirmation of next year's 6th form subjects and a date (Feb 2025) that subjects would be 'fixed'; Detentions have been moved to be the same day as the late bus runs; Tony has given explanation in the weekly newsletter of the rationale for use of 'scholar' for year 7s)</li> <li>- Overall, though, based on three meetings, general feeling that PAC is being used more as a sounding board rather than a genuine influence on policy / activity at school</li> <li>- Requires clarity before discussing each topic whether the school is open to acting on PAC recommendations, or is sharing information ahead of implementation</li> <li>- Feeling that the topics discussed (notably the behaviour policy, and use of the term 'scholar') were not really up for discussion and Tony/the school was going to implement what they intended anyway</li> <li>- Concern that the 6th form numbers will continue to fall have not been allayed - a clear strategy for reviving the 6th form has not yet been shared with PAC</li> </ul>

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|  | <ul style="list-style-type: none"><li>- PAC wants to move towards inviting Tony to present topics and being clearer what is being asked of PAC</li><li>- A bright start to PAC for the first meeting, but effectively an early review/sense check is needed to confirm what the PAC is for and to abate internal scepticism about its influence.</li></ul> |
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